

Message Text

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USIAEA

BROOKHAVEN FOR LEON GREEN
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E.O. 11652: N/A
TAGS: AORG, APER, IAEA, TECH, PARM
SUBJECT: IAEA STAFFING AND ISPO EXPERTS

1. MISSION PROPOSED TO IAEA DAVID H. ALSPAUGH AND
BETTY LOU ALSPAUGH AS ISPO EXPERTS FOR ONE-YEAR
ASSIGNMENTS UNDER SPECIAL SERVICE AGREEMENTS TO
CARRY OUT TASK D-16. MISSION PROPOSED EQUIVALENT
P-4/STEP I FOR DAVID AND P-3/STEP I FOR BETTY.

2. AGENCY DIRECTOR OF PERSONNEL HAS INFORMALLY
ADVISED MISSION THAT DIRECTOR GENERAL HAS NOT RPT
NOT APPROVED THEIR ASSIGNMENTS SINCE HE IS
CONCERNED THAT THE GRADE LEVELS PROPOSED ARE HIGHER
THAN AGENCY WOULD NORMALLY OFFER TO PERSONS WITH
SIMILAR QUALIFICATIONS, AGE AND CURRENT INCOME
FOR A REGULAR STAFF APPOINTMENT. HE REQUESTED THAT
THE MATTER BE REVIEWED FURTHER, AS HE DOES NOT RPT
UNCLASSIFIED

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PAGE 02 VIENNA 05393 131625Z

NOT WISH TO TAKE ANY ACTIONS WHICH MIGHT DISTURB
THE PATTERN FOR REGULAR STAFF MEMBERS AND ENCOURAGE
COMPLAINTS OF "DISCRIMINATION" AND OTHER STAFFING
PROBLEMS.

3. DIRECTOR OF PERSONNEL HAS NOTED THAT P-3/STEP I
(\$28,213 TAX FREE) WOULD BE MORE COMPARABLE TO DAVID
ALSPAUGH'S CURRENT GROSS INCOME OF \$22,680, TAKING

INTO ACCOUNT DIFFERENCES IN COST OF LIVING BETWEEN OAK RIDGE AND VIENNA. SIMILARLY, HE NOTED THAT P-2/STEP I (\$23,539 TAX FREE) WOULD BE MORE COMPARABLE TO BETTY ALSAUGH'S CURRENT GROSS INCOME OF \$16,080.

4. MISSION WOULD APPRECIATE ADVICE SOONEST FROM BNL/ISPO WHETHER OR NOT P-3/STEP I AND P-2/STEP I, RESPECTIVELY, WOULD BE ACCEPTABLE TO THE ALSAUGH'S. IF NOT, WE MAY HAVE A PROBLEM.

5. RELATEDLY, AND AS AN EXAMPLE OF WHAT CAN RESULT FROM ESCALATING EMOLUMENTS FOR ISPO EXPERTS, WE UNDERSTAND THAT JAMES CAMPBELL, SANDIA LABS, WHO HAS BEEN OFFERED P-4/STEP I REGULAR STAFF APPOINTMENT IN DIVISION OF (SAFEGUARDS) DEVELOPMENT AND TECHNICAL SUPPORT, IS DISATISFIED WITH THE LEVEL OFFERED, REPORTEDLY NOTING THAT ISPO EXPERTS ARE OFTEN PAID MORE. CAMPBELL IS 37 YEARS OLD AND CURRENTLY EARNS \$27,800 GROSS. P-4/STEP I PROVIDES \$33,544 TAX FREE, WHICH IS SUBSTANTIALLY MORE THAN HIS CURRENT NET INCOME AND WHICH WE BELIEVE IS MORE THAN SUFFICIENT TO COMPENSATE FOR DIFFERENCES IN COST OF LIVING BETWEEN ALBUQUERQUE AND VIENNA. ACCORDINGLY, MISSION IS NOT RPT NOT SYMPATHETIC TO COMPBELL'S REQUEST FOR A HIGHER STEP IN THE GRADE (WHICH WOULD REQUIRE AN EXCEPTION BY THE DIRECTOR GENERAL), NOTWITHSTANDING UNCLASSIFIED

UNCLASSIFIED

PAGE 03 VIENNA 05393 131625Z

HIS EXCELLENT QUALIFICATIONS, AND WE RECOMMEND THAT DOE SO INFORM HIM.

6. MISSION ALSO RECOMMENDS IN GENERAL THAT GREATER CAUTION BE EXERCISED IN FUTURE BY ALL PARTIES CONCERNED IN DISCUSSING GRADE LEVELS AND EMOLUMENTS IN CONNECTION WITH REGULAR STAFF APPOINTMENTS AND ISPO EXPERT ASSIGNMENTS. IT SHOULD ALSO BE KEPT IN MIND THAT, IF A CANDIDATE APPLIES FOR A PARTICULAR REGULAR POST, IT IS PRESUMED THAT THE CANDIDATE IN QUESTION WILL BE PREPARED TO ACCEPT AN OFFER AT THE GRADE LEVEL ADVERTISED, IF MADE, TAKING INTO ACCOUNT THE AGENCY'S NORMAL PRACTICE OF EXTENDING OFFERS OF APPOINTMENT AT THE FIRST STEP OF THE GRADE INVOLVED. KIRK

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